

E-4 WORD PICTURE

RATED SOLDIER'S NAME <i>(Last, First, MI)</i>		SSN	UNIT NAME, UIC, PRN	
PART I (Rater) – VALUES/NCO RESPONSIBILITIES		<i>Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet example of "SUCCESS" are optional.</i>		
a. COMPETENCE <ul style="list-style-type: none"> o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence <div style="display: flex; justify-content: space-between; font-size: small;"> <div> EXCELLENCE <i>(Exceeds Std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets Std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Much)</i> <input type="checkbox"/> </div> </div>				
b. PHYSICAL FITNESS & MILITARY BEARING <ul style="list-style-type: none"> o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a Soldier <div style="display: flex; justify-content: space-between; font-size: small;"> <div> EXCELLENCE <i>(Exceeds Std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets Std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Much)</i> <input type="checkbox"/> </div> </div>		APFT		HEIGHT/WEIGHT
c. LEADERSHIP <ul style="list-style-type: none"> o Mission first o Genuine concern for Soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do <div style="display: flex; justify-content: space-between; font-size: small;"> <div> EXCELLENCE <i>(Exceeds Std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets Std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Much)</i> <input type="checkbox"/> </div> </div>				
d. TRAINING <ul style="list-style-type: none"> o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win <div style="display: flex; justify-content: space-between; font-size: small;"> <div> EXCELLENCE <i>(Exceeds Std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets Std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Much)</i> <input type="checkbox"/> </div> </div>				
e. RESPONSIBILITY & ACCOUNTABILITY <ul style="list-style-type: none"> o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging Soldiers to learn and grow o Responsible for good, bad, right & wrong <div style="display: flex; justify-content: space-between; font-size: small;"> <div> EXCELLENCE <i>(Exceeds Std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets Std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Much)</i> <input type="checkbox"/> </div> </div>				
PART II – OVERALL PERFORMANCE AND POTENTIAL				
a. RATER. Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; justify-content: space-around; font-size: small;"> <div> AMONG THE BEST <input type="checkbox"/> </div> <div> FULLY CAPABLE <input type="checkbox"/> </div> <div> MARGINAL <input type="checkbox"/> </div> </div>		b. SENIOR RATER BULLET COMMENTS <div style="height: 100px;"></div>		
c. SENIOR RATER. Overall performance. <div style="display: flex; justify-content: space-around; font-size: small;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Successful Fair Poor </div>		d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; justify-content: space-around; font-size: small;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Superior Fair Poor </div>		
<div style="display: flex; justify-content: space-between; font-size: small;"> <div>Printed Name/Signature Rated Soldier</div> <div>Date</div> <div>Printed Name/Signature Rater</div> <div>Date</div> <div>Printed Name/Signature Sr. Rater</div> <div>Date</div> </div>				